

**Blaby District Council
Council**

Date of Meeting	31 January 2023
Title of Report	Gender Pay Gap 2022
	This is not a Key Decision and is on the Forward Plan
Lead Member	Cllr. Maggie Wright - Finance, People & Performance (Deputy Leader)
Report Author	Strategic Director (Section 151 Officer)
Corporate Priority	A Place to Work

1. What is this report about?

- 1.1 To present the Council's Gender Pay Gap Results for the year to the 31st March 2022.

2. Recommendation(s) to Council

- 2.1 That Council accept the Gender Pay Gap Results for the year to the 31st March 2022.

3. Reason for Decisions Recommended

- 3.1 The Council is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties & public Authorities) Regulations 2017 and this enables the Council to monitor pay differentials by gender throughout the Council.

4. Matters to consider

4.1 Background

We are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Specific Duties & public Authorities) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation. It will not involve publishing individual employees' data.

We can use these results to assess:

- the levels of gender equality on our workplace

- the balance of male and female employees at different levels

It is important to note that gender pay reporting is different to equal pay.

- Equal pay deals with the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or woman.
- The gender pay gap shows the difference in the average pay between all men and women in a workforce.

4.2 Gender Pay Gap Results

A snap shot of data was taken from 31st March 2022 and the results are below for the six required calculations.

A higher proportion of staff are female (55%) than male (45%). This has remained consistent with 2021 figures.

1. The average gender pay gap as a mean average

A female's hourly rate is 0.8% lower than a male.

The mean hourly rate is £18.18 for male employees and £18.04 for females.

2. The average gender pay gap as a median average

A female's hourly rate is 1.8% lower than a male.

The median hourly rate is £16.37 for male employees and £16.08 for females.

3. The average bonus gender pay gap as a mean average

A female's hourly rate is 0% lower than a male.

The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

4. The average bonus gender pay gap as a median average

A female's hourly rate is 0% lower than a male.

The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

5. The proportion of males receiving a bonus payment and proportion of females receiving a bonus payment

Males 0%

Females 0%

The Council does not pay bonuses in accordance with the criteria set out and therefore reporting on this element is not applicable.

6. The proportion of males and females when divided into four groups ordered from lowest to highest pay

7.

	Male	Female	Avg. Hrly pay
Q1 Lower	53.5%	46.5%	£11.96
Q2 Lower Middle	30.6%	69.4%	£14.68
Q3 Upper Middle	44.7%	55.3%	£18.54
Q4 Upper	51.8%	48.2%	£27.31

There is a higher proportion of men than women in one of the four of the Council's pay quartiles. There is a higher concentration of women working in the lower middle quartile (Q2) than in any other quartile which reflects the trends from previous years' reports.

The gender pay gap is low, it remains in favour of men, however it has narrowed this year to 1.8% from 4.1% in 2021. Resignations and retirements account in part for the narrowing of the gap.

4.3 Relevant Consultations

- Chief Executive
- Executive Director

4.4 Significant Issues

None

5. What will it cost and are there opportunities for savings?

- 5.1 There are no costs associated with this report.

6. What are the risks and how can they be reduced?

- 6.1 None.

7. Other options considered

- 7.1 No other options were considered as it is a legal requirement to report these results.

8. Environmental impact

8.1 None

9. Other significant issues

9.1 In preparing this report, the author has considered issues related to Human Rights, Legal Matters, Human Resources, Equalities, Public Health Inequalities, and Climate Local and there are no areas of concern.

10. Appendix

10.1 None

11. Background paper(s)

11.1 None

12. Report author's contact details

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